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**SCHOOL & MASS EDUCATION DEPARTMENT**

**RESOLUTION**

The 5th October, 2015

**Sub: Revised Assured Career Progression Scheme (RACPS) for the Employees of Non-Government Aided Educational Institutions.**

The State Government have Implemented the RACP Scheme for their employees in supersession of the ACP Scheme under ORSP Rules, 2008 vide Resolution No.3560/F. dated the 6th February, 2013 read with clarification issued vide Office Memorandum No.1738/F., dated the 20th January, 2014. Government after careful consideration have decided to implement the RACP Scheme for the employees of Non-Government Aided Educational Institutions in the State of Odisha (Primary Schools, Upper Primary Schools, Madrasas, Sanskrit Tols & High Schools).

2. The Scheme is only applicable to teaching & non-teaching employees working against sanctioned posts of Aided Educational Institutions as per prescribed yardstick and drawing regular Pay & Grade Pay under ORSP Rules, 2008 in terms of School & Mass Education Department Resolution No.6432, dated the 13th April, 2009.

3. Details of the Scheme and the conditions for grant of the financial upgradation are as follows:—

- (a) There shall be three financial upgradation under the RACPs, counted from the direct entry grade on completion of 10, 20 and 30 years of service in the entry grade in absence of promotion. An employee completing 10 years' service in the entry grade will be considered for 1st upgradation under RACPs. An employee completing 20 years' of service and has got only one upgradation either by promotion or by RACPs will be considered for the 2nd up-gradation. Similarly an employee completing 30 years' of service and has got two upgradation either by RACPs or promotion or both will be considered for 3rd upgradation under RACPs.

- (b) The financial upgradation under the RACPs would be admissible up to the highest Grade Pay of Rs.5,400/- in the Pay Band PB-2 under ORSP Rules, 2008.
- (c) There shall be a Screening Committee under the Chairmanship of District Education Officer to decide the eligibility of the employee under RACP Scheme in their respective district. The Screening Committee shall meet once in each year to decide eligible cases expeditiously.
- (d) On introduction of RACP, the ACP Scheme as under ORSP Rules' 2008 shall cease to operate.
- (e) The manner of fixation of Pay on promotion shall be applicable while fixing the pay under RACPs. An employee can opt to get the Pay fixed under RACPs after accrual of his next increment in existing Pay Band with Grade Pay within one month from the date of issue of the RACPs order. The next increment due shall be 12 months from the date of such fixation.
- (f) Financial upgradation under the RACPs shall be purely personal to the employee and shall have no relevance to his position of seniority in the grade. As such, there shall be no stepping up of pay/ antedation of increment between senior and junior after regulation of pay under RACPs.
- (g) Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the scheme, which means the pay shall be raised by 3% of the total of Pay in the Pay Band and the Grade Pay drawn before such up-gradation. The employee will get the next higher Grade Pay as per the first schedule under ORSP Rules' 2008 with the interpolations, if any introduced subsequently. In case the new Grade Pay correspond to a different Pay Band, the employee will get the Pay Band corresponding to the revised Grade Pay. There shall, however, be no further fixation of pay at the time of regular promotion.
- (h) If a financial upgradation under the RACPs is not allowed after ten years in a Grade Pay and is deferred for the reason an employee being unfit or due to departmental proceedings, his case will be reviewed in subsequent years. In the matter of disciplinary / penal proceedings, grant of benefit under the RACPs shall be subject to rules / guidelines governing normal promotion.
- (i) The RACPs contemplates mere placement on personal basis in the Grade Pay and Pay Scale of the higher post and shall not amount to actual functional promotion of the employees concerned. Therefore, no reservation orders/roster shall apply to the RACPs. However, as usual the rules of reservation in promotion shall be ensured at the time of regular promotion.

For this reason, it may not be mandatory to associate members of SC/ST in the screening committee meant to consider cases for grant of financial upgradation under the scheme.

- (j) Pay drawn in the Pay Band and Grade Pay allowed under the RACPs shall be the basis for the determining the terminal benefits in respect of the retiring employees.
- (k) If a regular promotion in due course is refused by the employee before becoming entitled to a financial up-gradation, then there shall be no financial upgradation under RACPs as the employee has not been stagnated due to lack of promotional opportunities. If, however, financial upgradation has been allowed due to stagnation and the employee refuses the subsequent promotion, it shall not be a ground to withdraw the financial up-gradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the next financial upgradation shall also be deferred to the extent of period of debarment due to such refusal.
- (l) Assured Career Progression (ACP) availed under ORSP Rules' 2008 shall not be taken into account while considering the RACPs in favour of an employee. But no pay fixation shall be allowed by extending the benefit of 3% of Basic Pay and Grade Pay to the existing Pay but only the Grade Pay as applicable shall be allowed while giving RACPs.
- (m) If any question arises relating to the interpretation of any of the provisions of this Resolution, for removal of anomalies, omissions, difficulties all such matters shall be referred to the School & Mass Education Department for clarification and decision.

4. This Resolution shall take effect from 1st August, 2015.

5. This Resolution issues with the concurrence of Finance Department vide their UOR No.109, dated the 9th July, 2015.

By Order of the Governor

RANJANA CHOPRA

Commissioner-*cum*-Secretary to Government